

Subject: RE: Raise for Katie
From: Robin Bieker <robin@biekerco.com>
Date: 05/04/2017 06:35 PM
To: 'Ellen Riotto' <ellen@southpark.la>, 'Robert Buente' <bbuente@1010dev.org>
CC: 'Shelby Jordan' <sjordan@aegworldwide.com>, 'Daniel Taban' <daniel@jadeent.com>

I agree with Bob. Let's take a look at what you provide tomorrow.

As I mentioned to Josh about his growth, I have seen a similar strength and confidence growth in Katie.

Robin

From: Ellen Riotto [<mailto:ellen@southpark.la>]
Sent: Thursday, May 04, 2017 6:10 PM
To: Robert Buente
Cc: Shelby Jordan; Daniel Taban; Robin Bieker
Subject: Re: Raise for Katie

Definitely. I'm working on that too. Will have something for you all to look at tomorrow. Thanks for the reply.

Ellen Riotto

Interim Executive Director

South Park BID

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Sent from my iPhone

On May 4, 2017, at 6:08 PM, Robert Buente <bbuente@1010dev.org> wrote:
<<mailto:bbuente@1010dev.org>>

Ellen

I agree Katie's worth it. But before I'm 100% can you show me, or help me figure out, the effect of her salary increase on monthly revenue/expenses

Thanks

Get Outlook for iOS <https://aka.ms/o0ukef>

From: Ellen Riotto <ellen@southpark.la <mailto:ellen@southpark.la>> >
Sent: Thursday, May 4, 2017 4:04 PM
Subject: Raise for Katie
To: Shelby Jordan <sjordan@aegworldwide.com <mailto:sjordan@aegworldwide.com>> >, Robert Buente <bbuente@1010dev.org <mailto:bbuente@1010dev.org>> >, 'Daniel Taban' <daniel@jadeent.com <mailto:daniel@jadeent.com>> >, Robin Bieker <robin@biekerco.com <mailto:robin@biekerco.com>> >

All,

As I briefly mentioned in in email recently, I've been taking Laronnia's leave as an opportunity to realign staff's skills and interests with their roles and responsibilities. We will then try to hire Laronnia's replacement around those needs that are identified through this process.

I'm still working on the job description, but I hope to have it ready by EOD tomorrow. As part of this process, I've outlined each person's responsibilities and have realized that Katie is not getting compensated enough for the work that she's putting in. She hit her year mark last month, which would have been the time to give her a raise. That's on me for missing that mark. She's currently making \$57,500 and I'd like to bump her to \$65,000 and change her title to Director of Operations. Katie is an exceptional employee – as you all know, she's thorough, hard-working, loyal, and has no problem rolling up her sleeves and diving into anything that is thrown her way. With the new hire, we'll be moving her into a role where she'll be able to flex her property manager muscles a little more often.

For context:

Josh was given a \$5000 raise back in November and is now at \$85,000

Wallis came in at \$65,000

To me, there is no question that Katie is just as valuable, skilled, and integral to the team and organization.

I'd like to hear your thoughts on this. Please let me know if you have specific questions or concerns.

Thanks,

Ellen

Ellen Riotto

Interim Executive Director

<image001.png>

South Park Business Improvement District

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